



Mr. Randolph, Vice President, is a Health Care professional, accountable and innovative registered nurse who continues to provide a full range of nursing care to a full spectrum of different diagnosis of acute care medicine and oncology patients. Currently he is certified in chemotherapy administration and telemetry. He is a member of the Medical Center Diabetic Nurses, and the Falls Prevention committees. He actively participates on the unit's Shared Governance Committee. He continues to perform hourly rounding to ensure patient safety and ensures that patients at risk for falls are using all the prevention measurements. Mr. Randolph demonstrates the ability to function effectively as a staff nurse, team leader and charge nurse. In his role as a charge nurse, he has demonstrated leadership qualities by effectively delegating and signing tasks to staff. Under his leadership as charge nurse, he manages the unit by utilizing sound clinical knowledge and competence, excellent interpersonal skills, sound decision making and effective problem-solving skills. An example of Mr. Randolph's problem solving skills involves the effective use of resource utilization during shifts where the unit is short staffed by assuming additional responsibilities, coordinating resources and identifying and managing potential problems effectively; even in the most complex situations. He utilizes the Nursing Process effectively in his daily patient care, and functions as a primary care giver, advocate, and emphatic professional for his patients. He effectively serves as the unit charge nurse directing the support staff in providing care to our patients and coordinating admissions and discharges. He is a protector of patient's confidentiality and abides with the organization rules. He is responsible and accountable for the care of his patients. During this rating period, he assisted in mentoring 6 new nursing students to complete their clinical. He serves as a great example for new staff by coming to work on time and staying over or changing his work shift in order to ensure patients' safety and quality care.

PROFESSIONAL DEVELOPMENT: Mr. Randolph is an exceptional telemetry, ACLS and chemotherapy administration certified nurse. His calm professional demeanor makes him an excellent mentor for students and new staff nurses. His skills as a mentor has resulted in successfully transitioning 2 new RNs to 3E. Mr. Randolph is also enrolled in a MSN program where he is pursuing an advanced degree in Nursing Education and Staff Development. He completed all the Medical Center required continue education. He is always looking for opportunities for professional growth. Mr. Randolph received his Virginia State RN license and is teaching a course for Certified Nursing Assistants with the Salvation Academy in Virginia. He is

an experienced resource nurse and a natural teacher and enjoys teaching and is always teaching new information to nursing assistants or his co-workers. Mr. Randolph successfully completed the online program for Stroke certification and the face to face educational program. As a result of the completion of the stroke training he is able to serve on the Medical Center's Code Stroke Response Team. Mr. Randolph assisted in developing to the education day, co-taught a telemetry education for new nurses. As a direct result of his outstanding efforts, he provided 4 comprehensive telemetry in-services and competency updates resulting in the education of over 50 registered nurses throughout the medical center.

COLLABORATION: Mr. Randolph promotes continuation of care providing a detailed report to the incoming shift. He stays over his call of duty as needed to ensure appropriate care and documentation. He collaborates with staff in all unit elements of patient's care. He is respectful and loyal to his supervisor, peers, and the Medical Centers. He coordinates patient's procedures and care with the multidisciplinary team. He provides unit orientation to students and new staff. 2014 Randolph, Rudolph proficiency continued employees. He is responsible and accountable for the care of his patients. He is always willing to help others promoting a collaboration environment that contributes to the unit cohesiveness. He gets many compliments from his patients and co-workers. Mr. Randolph's professionalism and quality of care has prompted a patient in his care to write a letter of appreciation to the nurse manager of 3E for the care he received while in the 3E ward.

SCIENTIFIC INQUIRY: Mr. Randolph is dedicated to his patients. He leads the units Falls committee, monitors the use of the fall mats, keeps detailed falls data reports and shares his findings during staff meetings. As a member of the Medical Center's Falls Committee, he participates in searching for ways to prevent patients' falls and promote safety. He applies current nursing literature, trends into his practice, and promotes quality care. He organized the piloting of the fall at survey resulting in the selection of a new, safer fall mat for the medical center which reduced the number of injuries from falls. Through Mr. Randolph involvement the medical unit was able to increase their MRSA compliance rate from less than 85% to 95 % over 6 months.

Due to his involvement in the CHF education initiative of the heart failure patients, the unit has experienced a <25% readmission rates.